

# Transportation and Distribution Ecosystem Career Lattice

## Entry Level

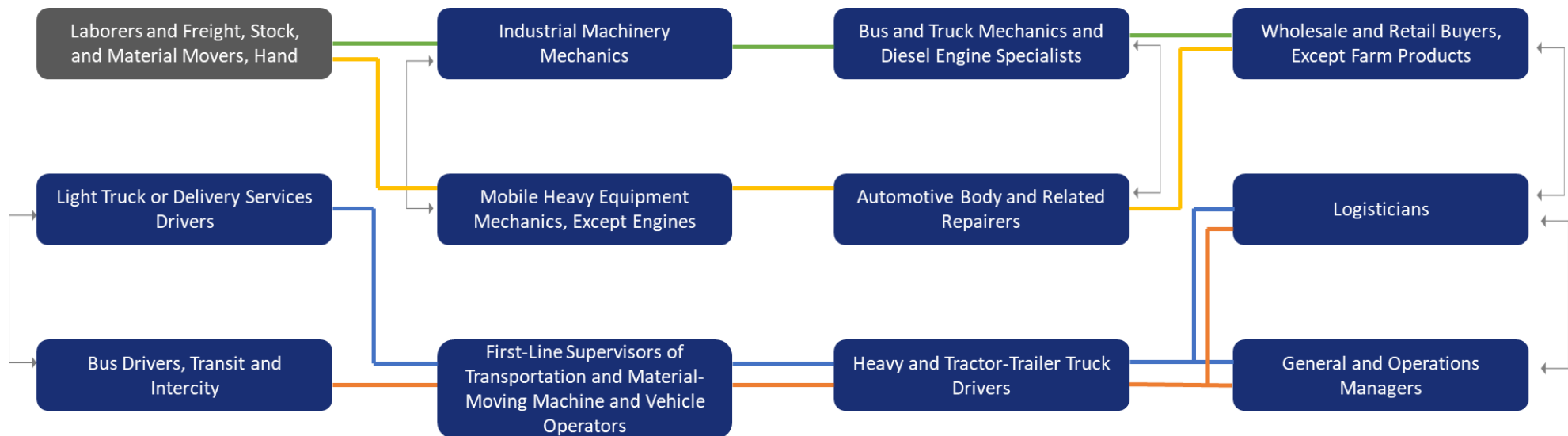
## Mid Career

## Advanced

High School Diploma and On-the-Job Training

Apprenticeship/5+ Years of Training

Bachelor's +



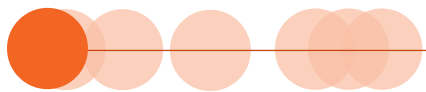
- = Transferrable Occupation
- = An affiliated occupation not within the 100 Critical Occupation List
- = An Occupation within the 100 Critical Occupation List

The lines within this career lattice provide potential pathways that workers can follow within this industry ecosystem. The colors are simply to differentiate one pathway option from the other.

# Light Truck or Delivery Services Drivers Occupational Profile

## MEDIAN SALARY & WAGES

\$14.75



## COMMON JOB TITLES

Truck Driver  
Delivery Driver  
Commercial Driver  
Taxi Driver

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

## TOP SKILLS REQUESTED

Public Safety and Security  
Operation and Control  
Active Listening  
Speaking  
Reading Comprehension  
Monitoring  
Time Management  
Writing  
Critical Thinking  
Social Perceptiveness

## TOTAL JOBS FOR 2028

9,687



## COMMON KNOWLEDGE COMPETENCIES

Customer and Personal Service  
Transportation  
Law and Government  
English Language

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)  
Transportation Worker Identification  
Credential (TWIC) Card

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



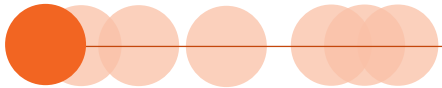
OKLAHOMA  
WORKS

 Indicates an especially close similarity

# Bus Drivers, Transit and Intercity Occupational Profile

## MEDIAN SALARY & WAGES

\$13.05



## COMMON JOB TITLES

Bus Driver

Transportation Specialist

Bus Operator

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

## TOP SKILLS REQUESTED

Operation and Control

Operation Monitoring

Active Listening

Time Management

Speaking

Critical Thinking

Social Perceptiveness

Service Orientation

Monitoring

Coordination

## TOTAL JOBS FOR 2028

1,245



## COMMON KNOWLEDGE COMPETENCIES

Transportation

Public Safety and Security

Customer and Personal Service

English Language

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)

Transportation Worker Identification  
Credential (TWIC) Card

Operator Certification

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries

# Industrial Machinery Mechanics Occupational Profile

## MEDIAN SALARY & WAGES

\$23.66/hour



## COMMON JOB TITLES

Maintenance Mechanic  
Food Service Worker  
Maintenance Machinist  
Maintenance Technician

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

Bachelor's+

## TOP SKILLS REQUESTED

Operation Monitoring  
Repairing  
Equipment Maintenance  
Troubleshooting  
Monitoring  
Operation and Control  
Quality Control Analysis  
Critical Thinking  
Equipment Selection  
Active Listening

## TOTAL JOBS FOR 2028

5,528



## COMMON KNOWLEDGE COMPETENCIES

Mechanical  
Engineering and Technology  
Production and Processing  
Mathematics

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)  
ASNT Non-Destructive Tester  
Transportation Worker Identification  
Credential (TWIC) Card

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



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# Mobile Heavy Equipment Mechanics, Except Engines Occupational Profile

## MEDIAN SALARY & WAGES

\$20.90/hour



## COMMON JOB TITLES

Maintenance Mechanic

Equipment Repairer

Equipment Operator

Equipment Technician

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

Bachelor's+

## TOP SKILLS REQUESTED

Troubleshooting

Repairing

Equipment Maintenance

Operation Monitoring

Operation and Control

Equipment Selection

Quality Control Analysis

Critical Thinking

Reading Comprehension

Complex Problem Solving

## TOTAL JOBS FOR 2028

2,109



## COMMON KNOWLEDGE COMPETENCIES

Mechanical

Customer and Personal Service

Mathematics

Computers and Electronics

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)

Certified Welder

Certified First Responder

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



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# First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators Occupational Profile

## MEDIAN SALARY & WAGES

\$26.03



## COMMON JOB TITLES

Owner Operator  
Truck Driver  
Petroleum Engineer  
Transportation Coordinator

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

Bachelor's+

## TOP SKILLS REQUESTED

Personnel and Human Resources  
Active Listening  
Coordination  
Time Management  
Management and Personnel Resources  
Speaking  
Critical Thinking  
Reading Comprehension  
Monitoring  
Social Perceptiveness

## TOTAL JOBS FOR 2028

3,230



## COMMON KNOWLEDGE COMPETENCIES

Transportation  
Customer and Personal Service  
Administration and Management  
English Language

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)  
Transportation Worker Identification  
Credential (TWIC) Card

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



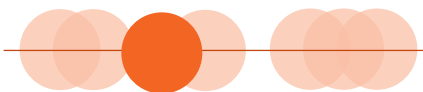
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# Bus and Truck Mechanics and Diesel Engine Specialists Occupational Profile

## MEDIAN SALARY & WAGES

\$19.16



## COMMON JOB TITLES

Maintenance Mechanic

Diesel Mechanic

Maintenance Manager

Diesel Technician

## REQUESTED EDUCATION

High School or Less

Post-Secondary Certificate

## TOP SKILLS REQUESTED

Troubleshooting

Repairing

Operation Monitoring

Operation and Control

Critical Thinking

Equipment Maintenance

Quality Control Analysis

Speaking

Equipment Selection

Mechanics

## TOTAL JOBS FOR 2028

3,254



## COMMON KNOWLEDGE COMPETENCIES

Mechanical

Transportation

Customer and Personal Service

Public Safety and Security

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)

Transportation Worker Identification Credential (TWIC) Card

## SIMILAR INDUSTRIES



Aerospace & Defense



Agriculture & Biosciences



Energy



Information & Financial Systems



Transportation & Distribution



Construction



Health Care



Education



Creative Industries



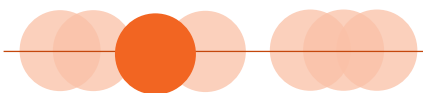
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# Automotive Body and Related Repairers Occupational Profile

## MEDIAN SALARY & WAGES

\$18.06



## COMMON JOB TITLES

Auto Body Technician

Automotive Technician

Body Shop Estimator

Auto Body Painter

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

## TOP SKILLS REQUESTED

Public Safety and Security

Repairing

Active Listening

Speaking

Monitoring

Complex Problem Solving

Operation and Control

Critical Thinking

Coordination

Troubleshooting

## TOTAL JOBS FOR 2028

1,830



## COMMON KNOWLEDGE COMPETENCIES

Mechanical

English Language

Customer and Personal Service

Production and Processing

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



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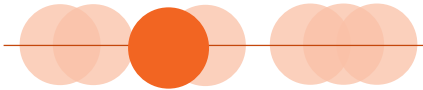
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# Heavy and Tractor-Trailer Truck Drivers Occupational Profile

## MEDIAN SALARY & WAGES

\$19.28



## COMMON JOB TITLES

Truck Driver

Flatbed Driver

Owner Operator

CDL Driver

## REQUESTED EDUCATION

High  
School or  
Less

Post-  
Secondary  
Certificate

## TOP SKILLS REQUESTED

Operation and Control

Operation Monitoring

Time Management

Reading Comprehension

Speaking

Critical Thinking

Monitoring

Troubleshooting

Coordination

Purchasing

## TOTAL JOBS FOR 2028

26,425



## COMMON KNOWLEDGE COMPETENCIES

Transportation

Public Safety and Security

Customer and Personal Service

English Language

## TOP CERTIFICATIONS REQUESTED

Commercial Driver's License (CDL)

Transportation Worker Identification  
Credential (TWIC) Card

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education

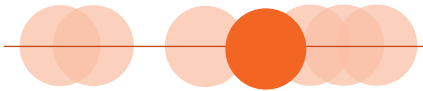


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# Wholesale and Retail Buyers, Except Farm Products Occupational Profile

## MEDIAN SALARY & WAGES

\$27.00



## COMMON JOB TITLES

Senior Buyer  
Merchandise Planner  
Category Manager  
Merchandising Specialist

## REQUESTED EDUCATION

High School or Less  
Post-Secondary Certificate  
Bachelor's+

## TOP SKILLS REQUESTED

Negotiation  
Active Listening  
Speaking  
Critical Thinking  
Persuasion  
Active Learning  
Judgment and Decision Making  
Reading Comprehension  
Social Perceptiveness  
Complex Problem Solving

## TOTAL JOBS FOR 2028

1,402



## COMMON KNOWLEDGE COMPETENCIES

Sales and Marketing  
Personal and Customer Service  
English Language  
Mathematics

## TOP CERTIFICATIONS REQUESTED

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education

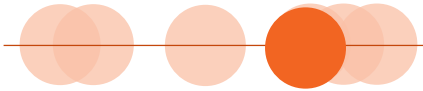


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Industries

# Logisticians Occupational Profile

## MEDIAN SALARY & WAGES

\$35.28/hour



## COMMON JOB TITLES

Logistics Manager  
Logistics Coordinator  
Supply Chain Planner  
Logistics Specialist

## REQUESTED EDUCATION

Post-  
Secondary  
Certificate

Bachelor's+

## TOP SKILLS REQUESTED

Critical Thinking  
Reading Comprehension  
Active Listening  
Speaking  
Monitoring  
Coordination  
Complex Problem Solving  
Social Perceptiveness  
Judgment and Decision Making  
Active Learning

## TOTAL JOBS FOR 2028

2,436



## COMMON KNOWLEDGE COMPETENCIES

Transportation  
English Language  
Administration and Management  
Customer and Personal Service

## TOP CERTIFICATIONS REQUESTED

Certified First Responder  
Certified Instrumentation Specialist  
Certified Coding Specialist

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education

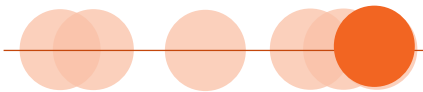


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Industries

# General and Operations Managers Occupational Profile

## MEDIAN SALARY & WAGES

\$37.47/hour



## COMMON JOB TITLES

General Manager  
Operations Manager  
Store Manager (Management)  
Sales Manager (Sales and Related)

## REQUESTED EDUCATION



## TOP SKILLS REQUESTED

Active Listening  
Speaking  
Monitoring  
Social Perceptiveness  
Coordination  
Reading Comprehension  
Critical Thinking  
Time Management  
Negotiation  
Active Learning

## TOTAL JOBS FOR 2028

29,825



## COMMON KNOWLEDGE COMPETENCIES

Administration and Management  
Customer and Personal Service  
Personnel and Human Resources  
English Language

## TOP CERTIFICATIONS REQUESTED

Master Of Business Administration  
Series 63  
Series 6  
Certified Retirement Administrator

## SIMILAR INDUSTRIES



Aerospace  
& Defense



Agriculture &  
Biosciences



Energy



Information &  
Financial  
Systems



Transportation  
& Distribution



Construction



Health Care



Education



Creative  
Industries



# Oklahoma's Ecosystems

## WHAT IS AN ECONOMIC ECOSYSTEM?

Oklahoma has identified nine driver and complementary economic systems representing the most prominent industries in terms of wealth generation and growth potential. Driver ecosystems drive wealth generation in Oklahoma, while the complementary ecosystems help to expand wealth in the economy and provide the infrastructure and services to support the driver systems in the state.

- Driver ecosystems: Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Systems, and Transportation and Distribution.
- Complementary Ecosystems: Construction, Health care, Education, and Creative industries.

## WHAT ARE THE 100 CRITICAL OCCUPATIONS?

These occupations represent the most pressing needs in each of Oklahoma's Driver and Complementary Economic Systems necessary for the state's continued growth and economic prosperity. A workforce pipeline for each of the top 100 critical occupations is required for Oklahoma's businesses to grow and for Oklahoma citizens to earn a prosperous living. Factors included in the selection process demonstrate the values of job growth, wealth generation, and education, as outlined below:

- Job growth: all occupations have positive forecasted employment growth over the next ten years
- Wealth Generation: all occupations offer median wages greater than or equal to \$12.00 per hour
- Education: occupations requiring "no formal education" are eliminated, except those that offer greater than or equal to \$20.00 per hour.

## WHAT ARE TRANSFERABLE OCCUPATIONS?

There are occupations that can provide valuable on-the-job training for individuals interested in the 100 Critical Occupations. These are generally entry-level or mid-career level occupations that can help individuals develop the knowledge, skills, and abilities needed to move forward on their career paths.

## WHAT ARE CAREER PATHWAYS?

Career pathways are designed to help people who are looking to make the next step in their careers both envision and plan for their long-term employment goals. The recommended pathways in this report are based on forecasted employment prospects as well as knowledge, skills and ability profile data by specific occupation. These data were gathered from numerous employer-demand driven data sources. Based on these data, Oklahoma Works determined similarities and difference between each occupation's required skill sets and developed possible career pathways options.

# Glossary

**ABILITIES** – the proficiency, skills, or talent within a particular area.

**CAREER PATHWAY** – a career pathway means a combination of relevant, rigorous and high-quality education, training, and supportive services that aligns both vertically and horizontally across Secondary Education, Adult Basic Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.

**CERTIFICATION** – third party accrediting or authorizing agency or person who assess, verifies, and provides an official documentation that attests a level of achievement.

**COMPETENCIES** – an individual’s ability to do a job properly through a set of behaviors.

**INDUSTRY-ALIGNED CREDENTIAL** – credentials whose standards are aligned to industry-recognized standards.

**INDUSTRY-ENDORSED CREDENTIAL** – credentials whose standards are aligned to and endorsed by industry.

**INDUSTRY-RECOGNIZED CREDENTIAL** – an industry-recognized credential is one that either is developed and offered by, or endorsed by a nationally-recognized industry association or organization representing a sizeable portion of the industry sector, or a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment which may include credentials from vendors of certain products.<sup>1</sup>

**KNOWLEDGE** – the skills and information acquired through education or experience.

**MEDIAN HOURLY EARNINGS** – hourly earnings for the occupation reported at the 50th percentile.

**REQUESTED EDUCATION** – the highest level of education for workers within the given occupational category. Please note these are not the level of education of new incoming workers but of workers currently employed within these positions.

**SKILLS** – the ability or expertise to do something well.

**TOTAL JOBS** – estimated number of jobs in the given year, taken as average over a period of 12-months. This value includes both full- and part-time jobs.



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<sup>1</sup> For this analysis, TPMA utilized certifications data from a third-party data aggregator, Economic Modeling Specialists, Inc., which daily accesses over 300 million unique job postings records. Though these certifications have not been vetted by Oklahoma Works, they are observed as commonly requested by industry employers.